Bargaining Update
September 2014

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Bargaining Update is a monthly report that provides information about the unionized workforce, primarily in Alberta.

In September 2014, Mediation Services received settlement information regarding 15 bargaining relationships encompassing 1,271 employees. There were 11 private sector and 4 public sector settlements, covering 948 and 323 employees respectively.

Highlights

Supports of Artspace Independent Living [SAIL] - Edmonton
Thirty health care aides represented by AUPE began negotiating a first collective agreement late in 2013. The legal lockout which began on May 19, 2014 continues.

Transalta Generation Partnership
Transalta and IBEW Local 254, representing approximately 500 employees reached a tentative agreement on September 15, 2014. The results of the ratification vote are expected by the end of October 2014.

City of Calgary
The collective agreement covering 2,000 police officers expired on January 5, 2014. The Calgary Police Association has requested the establishment of an IAB in accordance with the *Police Officers Collective Bargaining Act*.

Construction Bargaining
The current round of bargaining between the Registered Employer Organizations and groups of Trade Unions affected by Registration Certificates is under way. The parties have numerous days scheduled for main table bargaining prior to January 2015. Local trade bargaining has also commenced. The collective agreements expire on April 30, 2015.

For further information, contact:
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Alberta Settlements

Settlements presented in this section are selected from those with 100 or more employees.

Parties	No of EEs	Term	Expiry Date	Wage Settlement
Manufacturing				
Exchanger Industries Boilermakers Local 146	137	48	2017-07-31	1st year 4.0% 2nd year 5.0% 3rd year 4.5% 4th year 3.0%
Old Dutch Foods UFCW Local 401	168	48	2018-03-18	1st year 2.5% 2nd year 2.0% 3rd year 2.0% 4th year 3.0%
Public Administration				
City of Fort Saskatchewan CUPE Local 30	220	36	2016-12-31	1st year 5.0% 2nd year 2.5% 3rd year 3.0%

Major Negotiations Underway

Employer	Union	Employees	Expiry Date
Accommodation & Food Services			
ARAMARK Remote Workplace Services - Nexen Long Lake	UFCW Local 401	101	2013-12-31
Arts, Entertainment & Recreation			
Gateway Casinos – Palace Casino	UFCW Local 401	183	2013-11-01
Education			
Calgary Roman Catholic Separate School District No. 1	CUPE Local 520	283	2013-08-31
Calgary Roman Catholic Separate School District No. 1	Unifor Local 1990	1,600	2013-08-31
Edmonton Catholic Separate School District No. 7	AUPE	333	2012-08-31
Fort McMurray Catholic Board of Education, Support Staff	CUPE Local 2559	280	2012-08-31
Athabasca University	AUPE	300	2013-06-30
Bow Valley College	AUPE	325	2013-06-30
Grande Prairie Regional College, Fairview	AUPE	100	2013-06-30
Lakeland College	AUPE	300	2013-06-30
Sturgeon School Division No. 24	CUPE Local 4625	165	2013-08-31
Portage College	AUPE	150	2013-06-30
Red Deer College	Faculty Association of Red Deer College	276	2013-06-30
Finance & Insurance			
ATB Financial	AUPE	2,049	2014-03-31
Health Care & Social Assistance			
Alberta Health Services – GSS	AUPE	23,800	2014-03-31
Alberta Health Services – PMP/PMT	HSAA	17,000	2014-03-31
Capital Care - GSS	AUPE	350	2014-06-30
Chantelle Management – Grande Prairie Care Centre	CUPE Local 2158	125	2014-06-30
Covenant Health – GSS	AUPE	1,337	2014-03-31
Manufacturing			
Canada Bread Company	Bakery Workers Local 250	257	2014-03-31
Richardson Oilseed	UFCW Local 401	154	2014-08-31
Public Administration			
Alberta Gaming & Liquor Commission	AUPE	620	2013-07-31
City of Calgary	ATU Local 583	2,800	2014-01-05
City of Calgary	Calgary Police Association	2,001	2014-01-05
City of Edmonton	ATU Local 569	2,200	2013-12-28
City of Edmonton	Edmonton Police Association	1,779	2013-12-31
City of Edmonton – Inside Workers	CSU 52	3,923	2013-12-28
City of Edmonton – Outside Workers	CUPE Local 30	3,729	2013-12-28
City of Lethbridge	IAFF Local 237	162	2012-06-30
City of Lethbridge	Lethbridge Police Association	163	2012-12-31

Major Negotiations Underway - Continued

Employer	Union	Employees	Expiry Date
Public Administration			
City of St. Albert	CUPE Local 941	115	2013-12-31
Strathcona County	AUPE	166	2013-12-31
Retail Trade			
Sobeys West – Gas Bars [Safeway]	UFCW Local 401	350	2014-09-06
Sobeys West – Meat & Deli [Safeway]	UFCW Local 401	608	2014-03-22
Sobeys West – Retail [Safeway]	UFCW Local 401	7,500	2014-03-22
Transportation & Warehousing			
FirstCanada – Branch 31720	Teamsters Local 987	290	2014-09-01
Utilities			
ATCO Electric	Canadian Energy Workers Association	1,610	2013-12-31
EPCOR Utilities	CSU 52	755	2013-12-14
Transalta Generation Partnership (TAGP)	IBEW Local 254	500	2013-12-31
Wholesale Trade			
ConAgra	Steelworkers Local 1-207	249	2014-03-15
Federated Co-Operatives	Teamsters Local 987	332	2014-03-31

Recent Settlements in Other Jurisdictions

Public Sector

Parties	No. of EEs	Term	Expiry Date	Wage Settlements
British Columbia				
Gibsons and District Public Library Board CUPE Local 391 *Canadian Labour Reporter*, Sep. 29, 2014.	490	48	2017-12-31	1st year $0.25 per hour 2nd year 1.35% 3rd year $0.39 per hour 4th year 1.80%
Ontario				
Aurora Restnaven CLAC local 304 *Canadian Labour Reporter*, Sep. 8, 2014.	260	24	2015-05-31	1st year 1.0% lump sum 2nd year 1.0% lump sum
Toronto Transit Commission [technical employees] CUPE *Canadian Labour Reporter*, Sep. 15, 2014.	570	48	2018-03-31	1st year 1.00% 2nd year 0.05% 3rd year 1.75% 4th year 2.25%
Quebec				
Concordia University PSAC *Canadian Labour Reporter*, Sep. 15, 2014.	1,100	36	2016-04-30	1st year 2% 2nd year 2% 3rd year Wage restructuring
Ville de Quebec Syndicat des Fonctionnaires Municipaux de Quebec *Canadian Labour Reporter*, Sep. 15, 2014.	1,780	60	2018-12-31	1st year 1.50% 2nd year 2.25% 3rd year 2.25% 4th year 2.25% 5th year 2.25%
Saskatchewan				
Saskatchewan Government Insurance COPE *Negotech.*	1,550	48	2017-12-31	1st year 1.50% 2nd year 1.65% 3rd year 1.6% 4th year 1.95%

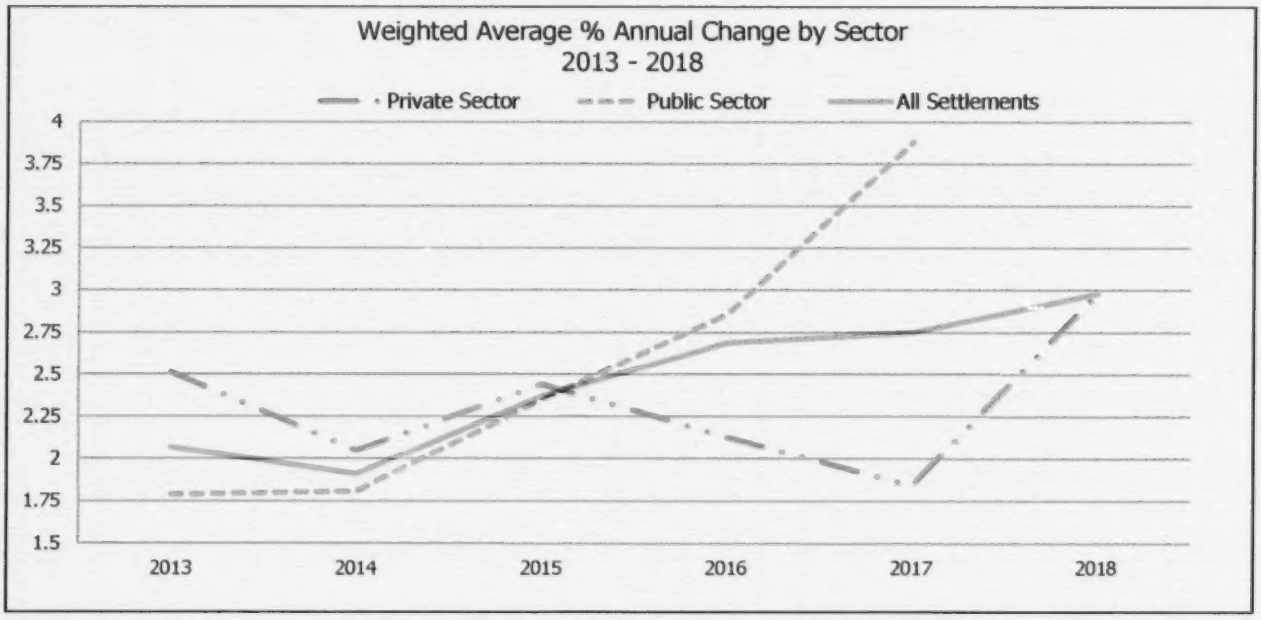
Private Sector

Parties	No. of EEs	Term	Expiry Date	Wage Settlements
British Columbia				
Western Forest Products Steelworkers Locals 1937 and 85 *BC Industrial Relations Bulletin*, 46(4) June-July 2014.	2,400	60	2019-06-14	1st year 3.0% 2nd year 2.0% 3rd year 2.5% 4th year 2.5% 5th year 3.0%
Manitoba				
Canada Cartage System [truck drivers] Unifor *Canadian Labour Reporter*, Sep. 15, 2014.	130	36	2016-05-13	1st year Not Available 2nd year 2.0% 3rd year 3.0%
MTIS Allstream Inc. [office employees] Unifor *Negotech.*	1,200	36	2016-12-19	1st year 2.00% 2nd year 2.00% 3rd year 1.75%
New Brunswick				
Connors Bros., Division of Clover Leaf Seafoods Ltd. Charlotte Seafood Employees' Association *Canadian Labour Reporter*, Sep. 15, 2014.	650	48	2017-12-31	1st year 3% 2nd year 2% 3rd year 2% 4th year 3%

Wage Settlements in Alberta
Weighted Average % Annual Change by Sector 2013-2018

Wage data reflects the average yearly % change taking effect in the indicated year.

	Sector	Agreements	Employees	Weighted Average % Annual Change
	Private Sector	536	149,237	2.51
2013	Public Sector	485	236,638	1.79
	All Settlements	**1,021**	**385,875**	**2.07**
	Private Sector	416	121,014	2.05
2014	Public Sector	345	171,512	1.81
	All Settlements	**761**	**292,526**	**1.91**
	Private Sector	220	43,632	2.44
2015	Public Sector	194	111,959	2.35
	All Settlements	**414**	**155,591**	**2.37**
	Private Sector	87	21,056	2.13
2016	Public Sector	49	70,242	2.86
	All Settlements	**136**	**91,298**	**2.69**
	Private Sector	32	11,417	1.84
2017	Public Sector	7	9,234	3.88
	All Settlements	**39**	**20,651**	**2.75**
	Private Sector	10	1,095	2.98
2018*	Public Sector	0		
	All Settlements	**10**	**1,095**	**2.98**

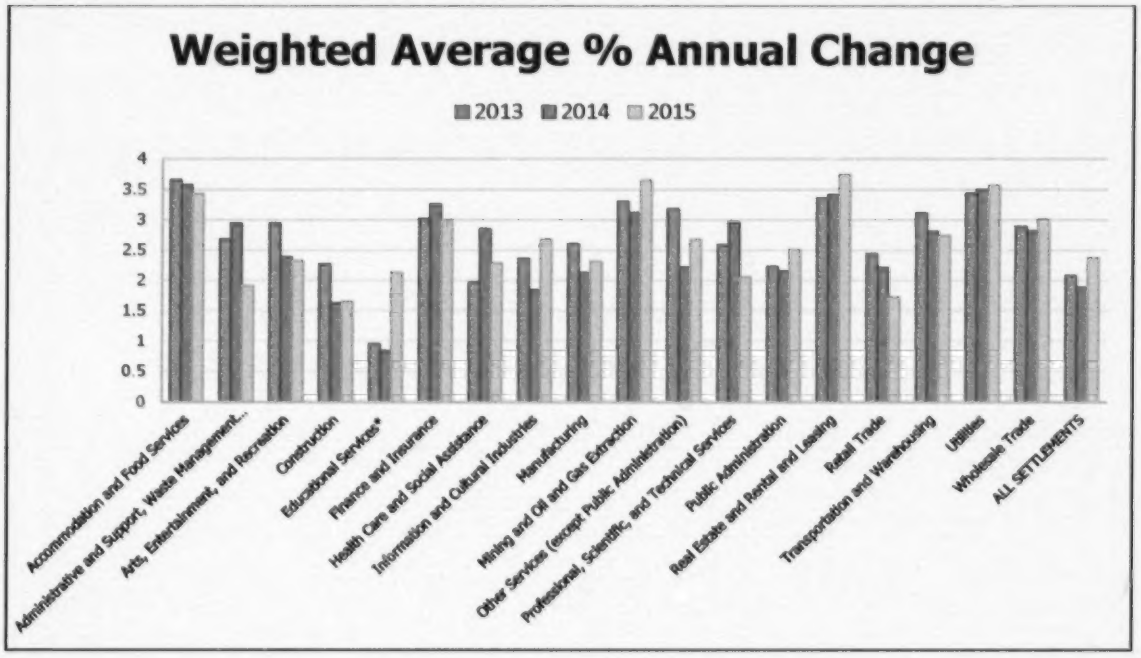


Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Skills, Training and Labour by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

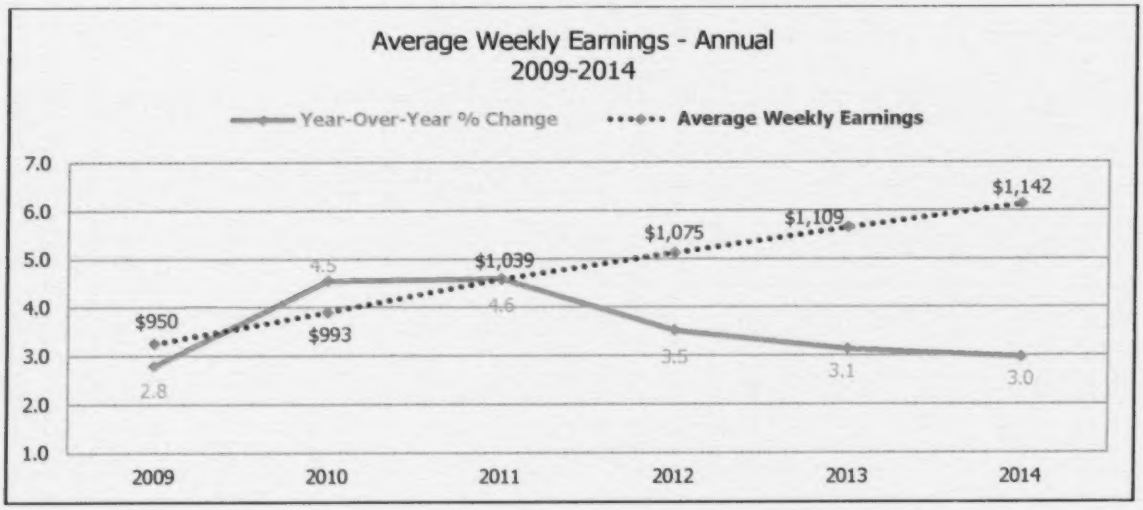
Wage Settlements in Alberta
Weighted Average % Annual Change by Industry

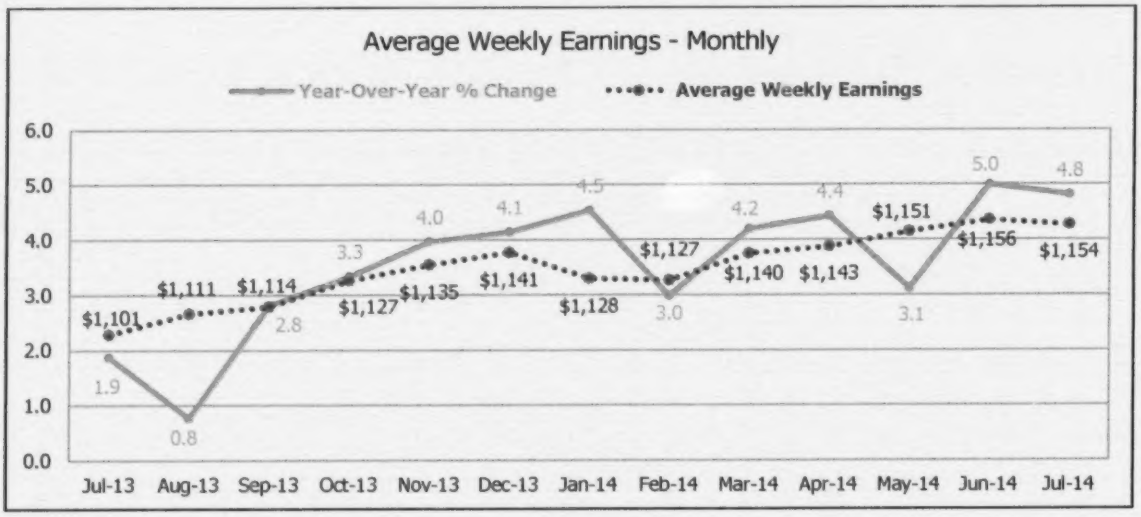
Wage data reflects the average yearly % change taking effect in the indicated year.

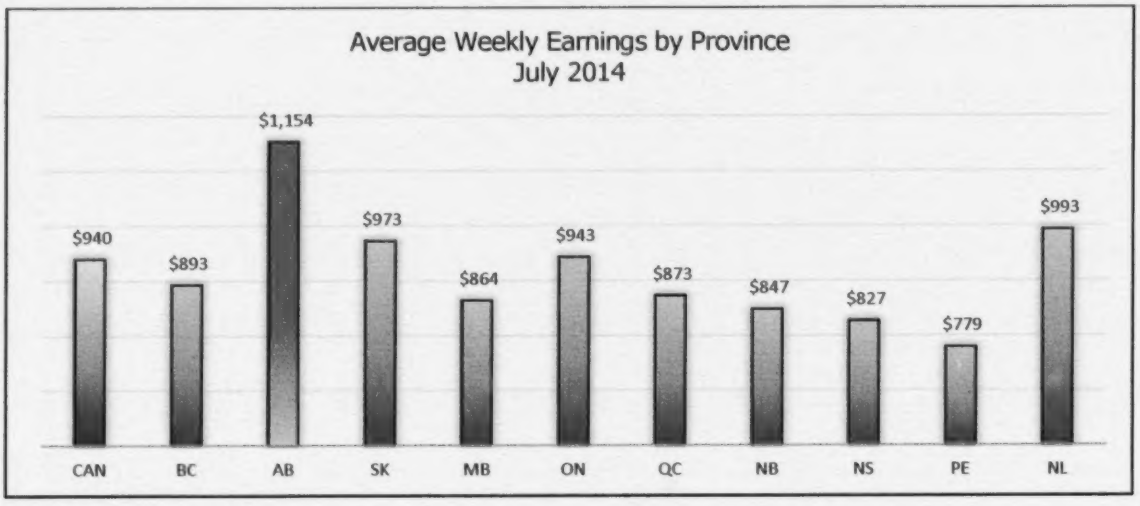
	2013			2014			2015			2016		
Industry Sector	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**
Accommodation & Food Services	26	3,231	**3.66**	22	3,391	**3.54**	18	2,716	**3.40**	6	1,989	**3.25**
Administrative & Support, Waste Management & Remediation Services	9	1,020	**2.67**	10	671	**2.93**	7	283	**1.91**	3	221	**1.78**
Arts, Entertainment, & Recreation	31	3,696	**2.93**	24	2,945	**2.35**	10	1,291	**2.26**	3	374	**2.74**
Construction	129	72,976	**2.26**	99	63,862	**1.62**	21	3,264	**1.65**	6	178	**0.69**
Educational Services	153	75,238	**0.95**	124	65,068	**0.84**	95	39,600	**2.13**	9	3,285	**2.43**
Finance & Insurance	4	2,109	**3.01**	1	55	**3.25**	1	55	**3.00**			
Health Care & Social Assistance	167	88,968	**1.96**	96	60,119	**2.43**	40	32,317	**2.29**	13	30,593	**3.00**
Information & Cultural Industries	19	2,089	**2.35**	16	927	**1.83**	5	512	**2.67**			
Manufacturing	174	20,945	**2.6**	133	16,587	**2.15**	83	11,095	**2.34**	38	6,222	**2.16**
Mining & Oil & Gas Extraction	28	9,885	**3.29**	25	9,931	**3.11**	11	4,842	**3.65**	4	1,453	**3.51**
Other Services (except Public Administration	33	1,518	**3.17**	23	1,234	**2.21**	13	758	**2.67**	6	134	**2.62**
Professional, Scientific, & Technical Services	8	1,933	**2.58**	5	1,678	**2.95**	3	78	**2.06**	3	78	**2.13**
Public Administration	106	53,898	**2.22**	84	39,644	**2.18**	39	36,207	**2.51**	19	34,605	**2.74**
Real Estate & Rental & Leasing	3	164	**3.35**	2	145	**3.4**	1	125	**3.75**			
Retail Trade	22	24,834	**2.43**	15	12,256	**2.2**	6	11,718	**1.72**	3	8,744	**1.58**
Transportation & Warehousing	50	9,184	**3.1**	37	3,283	**2.79**	25	2,240	**2.73**	9	431	**2.70**
Utilities	32	9,077	**3.43**	24	6,026	**3.49**	18	3,935	**3.57**	6	1,741	**3.52**
Wholesale Trade	27	5,130	**2.88**	21	4,704	**2.81**	18	4,555	**3.01**	8	1,250	**2.26**
All Settlements	**1,021**	**385,875**	**2.07**	**761**	**292,526**	**1.91**	**414**	**155,591**	**2.37**	**136**	**91,298**	**2.69**



Average Weekly Earnings Alberta (AWEA)*

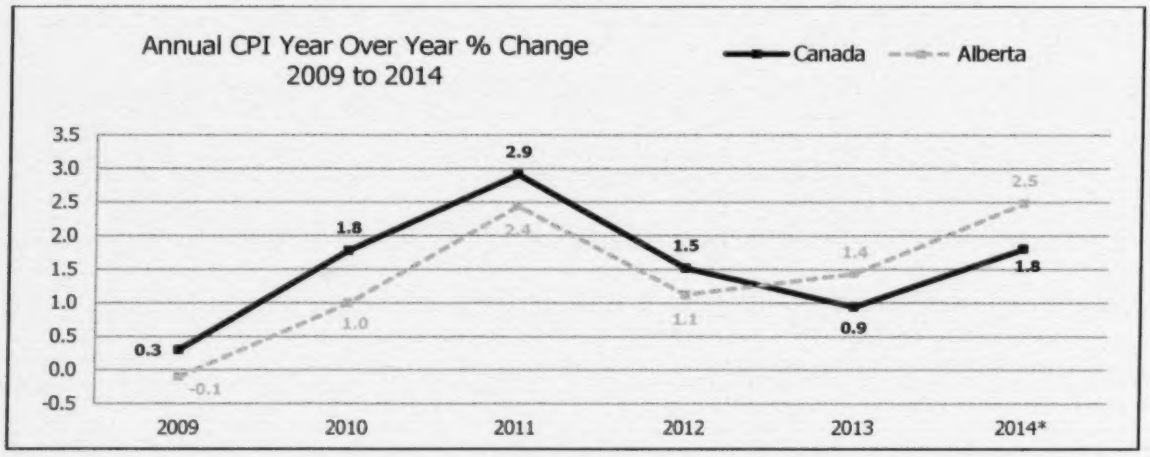


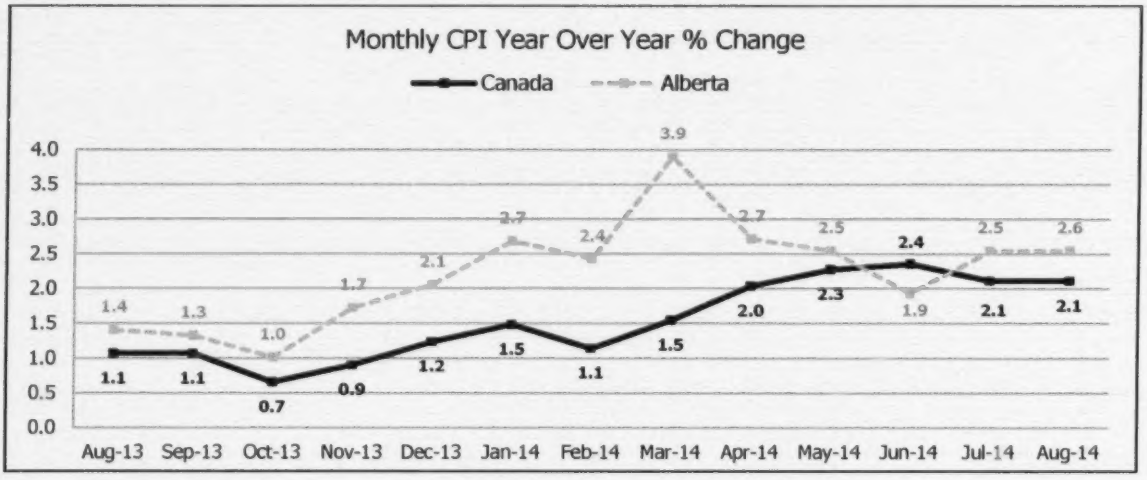


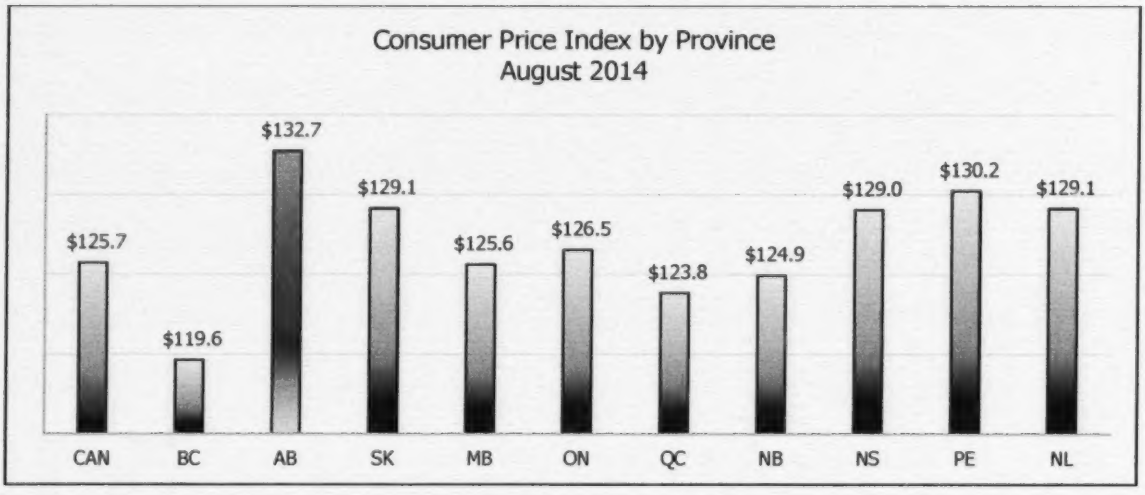


*To date preliminary figures. Graph data available upon request.
[1] **Year over Year % Change (Monthly)** - (Current month AWEA - Same month previous year AAWE)/Same month previous year AWEA x 100
[2] **Year over Year % Change (Annual)** - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100
Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI), 2002=100







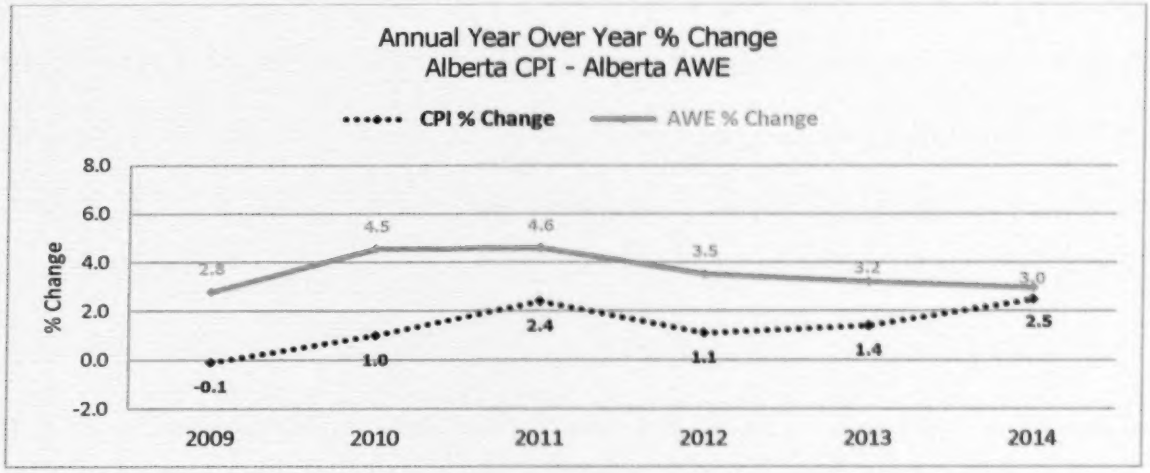
*Year to date – Graph data available upon request.

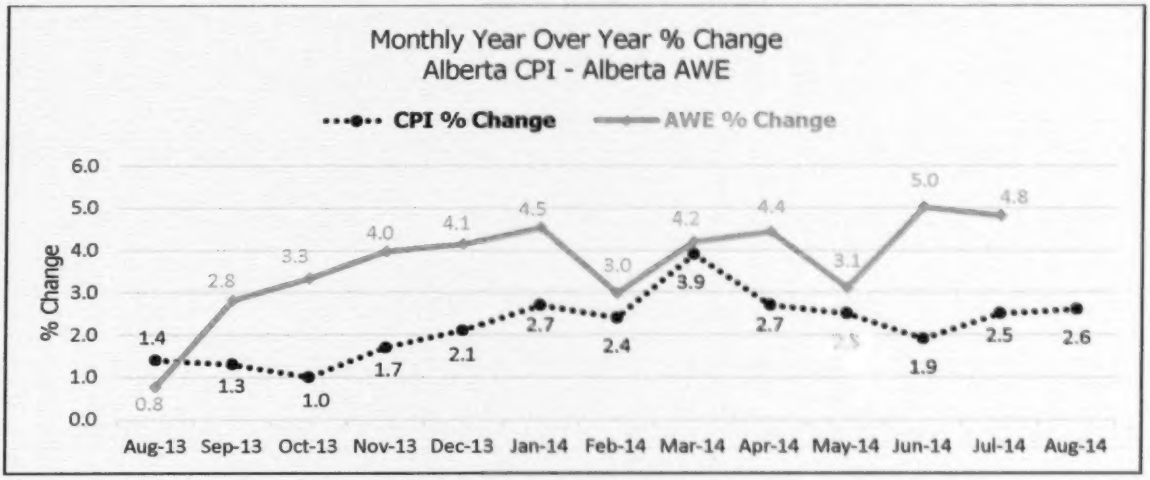
[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Alberta CPI and AWE Comparison





Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Aug 13	123.1	1.1	129.4	1.4	129.4	1.2	129.3	1.7
Sep 13	123.3	1.1	129.5	1.3	129.5	1.1	129.5	1.6
Oct 13	123.0	0.7	129.3	1.0	129.2	0.5	129.4	1.5
Nov 13	123.0	0.9	129.5	1.7	129.3	1.3	129.6	2.1
Dec 13	122.7	1.2	129.1	2.1	128.9	1.5	129.3	2.6
Jan 14	123.1	1.5	129.9	2.7	129.6	2.2	130.2	3.1
Feb 14	124.1	1.1	130.8	2.4	130.4	1.9	131.2	2.9
Mar 14	124.8	1.5	133.1	3.9	132.5	3.3	133.8	4.6
Apr 14	125.2	2.0	132.2	2.7	131.9	2.2	132.6	3.2
May 14	125.8	2.3	132.8	2.5	132.1	1.9	133.5	3.2
Jun 14	125.9	2.4	132.3	1.9	132.1	1.6	132.8	2.4
Jul 14	125.7	2.1	132.9	2.5	132.4	2.2	133.4	2.9
Aug 14	125.7	2.1	132.7	2.6	132.2	2.2	133.4	3.2

Average Weekly Earnings													
	Jul-13	Aug-13	Sep-13	Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Mar-14	Apr-14	May-14	Jun-14	Jul-14
AWE $	$1,100.82	$1,110.83	$1,114.41	$1,126.96	$1,134.55	$1,140.52	$1,127.82	$1,127.06	$1,140.00	$1,143.28	$1,150.61	$1,150.30	$1,153.81
AWE %	1.87	0.77	2.81	3.33	3.97	4.14	4.53	2.98	4.20	4.43	3.11	4.47	4.81

*Year to date – Graph data available upon request.
[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100
[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100
Source: Statistics Canada Consumer Price Index

Employer Listing

ASBA – Alberta School Boards Association

AHS – Alberta Health Services

CLR – Construction Labour Relations

GPMC – General Presidents' Maintenance Committee for Canada

Union Listing

ACTRA -Alliance of Canadian Cinema, Television and Radio Artists

ATA – Alberta Teachers' Association

ATU – Amalgamated Transit Union

AUPE – Alberta Union of Provincial Employees

BCGEU – British Columbia Government Employees' Union

BCTGM – Bakery, Confectionery, Tobacco and Grain Millers International Union

Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers

Bricklayers – International Union of Bricklayers and Allied Craftsworkers

CAAMSE – Central Alberta Association of Municipal and School Employees Union

Carpenters – United Brotherhood of Carpenters and Joiners of America

CAW[Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada] see Unifor

CEP[Communications, Energy and Paperworkers Union] see Unifor

CEWA – Canadian Energy Workers Association

CISIW – Canadian Iron, Steel and Industrial Workers

CLAC – Christian Labour Association of Canada

Communications Workers – Communications Workers of North America

COPE – Canadian Office and Professional Employees Union

CSU 52 – Civic Service Union 52

CUPE – Canadian Union of Public Employees

CUSW – Canadian Union of Skilled Workers

CWA-SCA – Media and Communications Workers of America (Canada)

Elevator Constructors – International Union of Elevator Constructors

GCC – Graphics Communications Conference (Teamsters)

Glass Workers – Aluminum, Brick and Glass Workers International Union

Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union

HSAA – Health Sciences Association of Alberta

IAFF – International Association of Firefighters

IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada

IBEW – International Brotherhood of Electrical Workers

Insulators - International Association of Heat and Frost Insulators and Allied Workers

Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers

IUOE – International Union of Operating Engineers

Machinists – International Association of Machinists and Aerospace Workers

Marine Workers – Marine Workers & Boilermakers Industrial Union

Millwrights – Millwrights, Machinery, Erectors and Maintenance Union

Mine Workers – United Mine Workers of America

Musicians – American Federation of Musicians of the United States and Canada

NASA – Non-Academic Staff Association

Painters – International Brotherhood of Painters and Allied Trades

Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada

Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada

PPWC – Pulp, Paper and Woodworkers of Canada

PSAC – Public Service Alliance of Canada

SEIU – Service Employees International Union

Sheet Metal Workers – Sheet Metal Workers International Association

Steelworkers - United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

Teamsters – International Brotherhood of Teamsters

TWU – Telecommunications Workers Union

UFCW – United Food and Commercial Workers

UNA – United Nurses of Alberta

Unifor – Amalgamation of CEP and CAW

UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

UUWA – United Utility Workers Association

Resource List

Other Alberta labour market resources:

Alberta Labour Relations Board (ALRB) - (Active ALRB certificates)
Alberta Chamber of Commerce
Alberta Economic Reviews (contains key economic indicators, updated monthly)
Alberta Employment and Immigration Labour Market reports
Alberta Labour Force Statistics
Alberta Regional Labour Market News
Alberta Learning Information Service (ALIS)
City of Edmonton Economic Statistics
City of Calgary Economic Reports
Alberta Federation of Labour (AFL)

Other Provinces' CBA and Mediation listings:
Newfoundland/Labrador
Ontario
Manitoba (various research resources)
Saskatchewan Mediation
British Columbia CBA listing
British Columbia Bargaining Database

Federal Organizations:
Human Resource and Social Development Canada (HRSDC)
Canadian Labour Congress (CLC)
Negotech (Federal CBA search page)
Federal Public Service CBA listings
University of Toronto resources (various labour relations resources)

International:
United States Department of Labor Contracts Database

Please note: These links are available online at **http://humanservices.alberta.ca/working-in-alberta/6484.html**